

I. Description of Differentiated Elements (Required Section)

Directions: For each element of the district's differentiated pay plan, use the table below to provide a description of how the district will differentiate pay. The plan must include **at least one** of the elements listed below in the left-hand column, in addition to education and experience.

Many plans may include a combination of several elements; therefore, please add rows or repeat differentiated elements as needed. For example, the plan may include two different types of additional instructional roles. Also, please feel free to delete from the table or leave blank any differentiated elements that will not be used in your plan.

[Appendix B](#) of this document contains an example of each type of differentiated element. Please review that example prior to completing the table below.

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<i>Describe how the district will differentiate for this element.</i> <i>Include the criteria for receiving the award.</i>	<i>Will the compensation be given as a bonus or a base pay increase?</i> <i>How much will qualifying teachers receive?</i>	<i>Eligibility: How many teachers are eligible for this type of compensation?</i> <i>Forecasted participation: How many teachers do you estimate will receive the award?</i>	<i>How much does the district estimate it will pay out for this differentiated pay element?</i>	<i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i>
Hard-to-Staff (School, Subject, or Placement)					
Performance	<i>The district will incorporate a new performance bonus pool from our New Equity Money for the 2014-15 school year.</i>	<i>Teachers will receive a share of the bonus pool based on composite evaluation scores. Teachers with a 3 will</i>	<i>All teachers are eligible to receive the award.</i> <i>Based on 2012-13 86</i>	<i>\$32,283</i>	<i>These payouts will form 100% of Perry</i>

	<i>Perry County will use the 2013-14 salary schedules with a one percent increase for our teachers.</i>	<i>receive one share, teachers with a 4 will receive two shares and teachers with a 5 will receive three shares of the bonus pool.</i>	<i>teachers will receive bonus pool money. Using last year's data shares would have been worth approximately \$168. This amount will fluctuate depending on district performance.</i>		County Equity Money.
Additional Instructional Roles or Responsibilities					
Education					
Experience					
Other					